

1. How would you characterize your personal workload at the Elections section?

	Response Percent	Response Total
Very Overworked	33.3%	11
Overworked	27.3%	9
About Right	27.3%	9
Underworked	9.1%	3
Very Underworked	3%	1
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

2. To what extent do you feel that the work you are asked to do is appropriate?

	Response Percent	Response Total
Always	15.2%	5
Mostly Right	39.4%	13
Usually Right	27.3%	9
Sometimes Wasteful	15.2%	5
Very Underworked	3%	1
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

3. How would you rate the training provided to you related to elections laws and policy?

	Response Percent	Response Total
- Excellent	3%	1
Very Good	24.2%	8
Good	15.2%	5
Fair	30.3%	10
Poor	27.3%	9
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

4. How would you rate the training provided to you by the Elections section to do your job?

	Response Percent	Response Total
Excellent	6.2%	2
Very Good	18.8%	6
Good	18.8%	6
Fair	15.6%	5
Poor	40.6%	13
<b>Total Respondents</b>		<b>32</b>
(skipped this question)		1

5. How would you rate the equipment and software provided to you by the Elections section to do your job?

	Response Percent	Response Total
Excellent	9.4%	3
Very Good	25%	8
Good	18.8%	6
Fair	28.1%	9
Poor	18.8%	6
<b>Total Respondents</b>		<b>32</b>
(skipped this question)		1

6. How would you rate the written procedures and manuals provided by the Elections section to do your work?

	Response Percent	Response Total
Excellent	0%	0
Very Good	3.2%	1
Good	9.7%	3
Fair	29%	9
Poor or Nonexistent	58.1%	18
<b>Total Respondents</b>		<b>31</b>
(skipped this question)		2

7. To what extent do you feel that the Elections section operations have improved or changed since January 2002?

	Response Percent	Response Total
Greatly Improved	6.9%	2
Somewhat Improved	34.5%	10
The Same	0%	0
Somewhat Worse	17.2%	5
Significantly Worse	41.4%	12
<b>Total Respondents</b>		<b>29</b>
(skipped this question)		4






8. To what extent do you feel the Elections section's progress is consistent with the overall goals of the State, County, and the public?

	Response Percent	Response Total
Very Consistent	6.2%	2
Consistent	34.4%	11
Neither Consistent nor Inconsistent	18.8%	6
Inconsistent	28.1%	9
Very Inconsistent	12.5%	4
<b>Total Respondents</b>		<b>32</b>
(skipped this question)		1

9. How would you rate the office and physical space of your working environment?

	Response Percent	Response Total
Excellent	3.1%	1
Very Good	15.6%	5
Good	21.9%	7
Fair	37.5%	12
Poor	21.9%	7
<b>Total Respondents</b>		<b>32</b>
(skipped this question)		1






10. How would you rate your working relationships with other staff in the Elections section?

	Response Percent	Response Total
Excellent 	3%	1
Very Good 	39.4%	13
Good 	24.2%	8
Fair 	27.3%	9
Poor 	6.1%	2
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

11. How would you rate overall communications within the Elections section?

	Response Percent	Response Total
Excellent	0%	0
Very Good	0%	0
Good 	6.1%	2
Fair 	21.2%	7
Poor 	72.7%	24
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

12. How would you rate communications within your working unit?

	Response Percent	Response Total
Excellent 	9.1%	3
Very Good 	36.4%	12
Good 	15.2%	5
Fair 	12.1%	4
Poor 	27.3%	9
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

13. How would you rate your level of confidence in the REALS Director?

	Response Percent	Response Total
Very High	24.2%	8
High	33.3%	11
Average	15.2%	5
Low	15.2%	5
Very Low	12.1%	4
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

14. How would you rate the REALS Director's technical knowledge of elections law and rules?

	Response Percent	Response Total
Very High	45.5%	15
High	36.4%	12
Average	12.1%	4
Low	6.1%	2
Very Low	0%	0
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

15. How would you rate your level of confidence in the Superintendent of Elections?

	Response Percent	Response Total
Very High	3%	1
High	6.1%	2
Average	15.2%	5
Low	24.2%	8
Very Low	51.5%	17
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

16. How would you rate the Superintendent of Elections' technical knowledge of elections laws, rules and procedures?

	Response Percent	Response Total
Very High	15.6%	5
High	18.8%	6
Average	25%	8
Low	25%	8
Very Low	15.6%	5
<b>Total Respondents</b>		<b>32</b>
(skipped this question)		1

17. How would you rate your level of confidence in your immediate supervisor?

	Response Percent	Response Total
Very High	18.2%	6
High	33.3%	11
Average	21.2%	7
Low	18.2%	6
Very Low	9.1%	3
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

18. How would you rate your supervisor's technical knowledge of elections laws, rules and procedures?

	Response Percent	Response Total
Very High	24.2%	8
High	30.3%	10
Average	30.3%	10
Low	9.1%	3
Very Low	6.1%	2
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

19. How would you rate your level of confidence in your coworkers?

	Response Percent	Response Total
Very High	15.2%	5
High	36.4%	12
Average	33.3%	11
Low	12.1%	4
Very Low	3%	1
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

20. Overall, how would you rate coworkers' technical knowledge of elections laws, rules, and procedures?

	Response Percent	Response Total
Very High	3%	1
High	18.2%	6
Average	57.6%	19
Low	21.2%	7
Very Low	0%	0
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

21. Senior leaders in our division clearly communicate a commitment to high standards and compliance with laws as demonstrated in their words and actions.

	Response Percent	Response Total
Disagree	24.2%	8
Somewhat Disagree	21.2%	7
Neither Agree nor Disagree	18.2%	6
Somewhat Agree	15.2%	5
Agree	21.2%	7
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

22. Senior officials are less likely to be disciplined for violating elections rules than other employees.-

	Response Percent	Response Total
Disagree ██████████	15.2%	5
Somewhat Disagree ██████	12.1%	4
Neither Agree nor Disagree ██████	15.2%	5
Somewhat Agree ██████████	21.2%	7
Agree ████████████████████	36.4%	12
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0






23. I seldom feel pressured by my supervisors/managers to produce elections results in order to meet media deadlines.

	Response Percent	Response Total
Disagree ████████████████████	32.3%	10
Somewhat Disagree ██████████	25.8%	8
Neither Agree nor Disagree ██████	12.9%	4
Somewhat Agree █	3.2%	1
Agree ████████████████████	25.8%	8
<b>Total Respondents</b>		<b>31</b>
(skipped this question)		2






24. I get good suggestions and advice from my supervisor or manager about how to do my job while maintaining good faith compliance with elections rules and policies.

	Response Percent	Response Total
Disagree ██████████	18.2%	6
Somewhat Disagree ██████████	18.2%	6
Neither Agree nor Disagree ██████████	18.2%	6
Somewhat Agree ██████████	18.2%	6
Agree ████████████████████	27.3%	9
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0





25. Requests and suggestions from political election observers make it difficult for me to do my job well.

	Response Percent	Response Total
Disagree 	31.2%	10
Somewhat Disagree 	9.4%	3
Neither Agree nor Disagree 	18.8%	6
Somewhat Agree 	21.9%	7
Agree 	18.8%	6
<b>Total Respondents</b>		<b>32</b>
(skipped this question)		1

26. Employees can talk with supervisors about their concerns without fear of having their comments held against them.

	Response Percent	Response Total
Disagree 	42.4%	14
Somewhat Disagree 	18.2%	6
Neither Agree nor Disagree 	6.1%	2
Somewhat Agree 	21.2%	7
Agree 	12.1%	4
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

27. My coworkers are really committed to complying with Elections section standards, policies, and laws.

	Response Percent	Response Total
Disagree	0%	0
Somewhat Disagree 	6.1%	2
Neither Agree nor Disagree 	6.1%	2
Somewhat Agree 	36.4%	12
Agree 	51.5%	17
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

28. Sometimes, I feel it's more important to meet deadlines than it is to comply with all the elections rules and procedures.

	Response Percent	Response Total
Disagree	37.5%	12
Somewhat Disagree	12.5%	4
Neither Agree nor Disagree	9.4%	3
Somewhat Agree	21.9%	7
Agree	18.8%	6
<b>Total Respondents</b>		<b>32</b>
(skipped this question)		1

29. My coworkers feel comfortable in raising any problems that may make it difficult to comply with elections standards.

	Response Percent	Response Total
Disagree	21.9%	7
Somewhat Disagree	18.8%	6
Neither Agree nor Disagree	3.1%	1
Somewhat Agree	25%	8
Agree	31.2%	10
<b>Total Respondents</b>		<b>32</b>
(skipped this question)		1

30. You can bend the rules, if necessary, to meet important deadlines.

	Response Percent	Response Total
Disagree	66.7%	22
Somewhat Disagree	15.2%	5
Neither Agree nor Disagree	12.1%	4
Somewhat Agree	3%	1
Agree	3%	1
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

31. Employees in the Elections section are expected to do as they are told, no matter what.

	Response Percent	Response Total
Disagree	18.8%	6
Somewhat Disagree	9.4%	3
Neither Agree nor Disagree	3.1%	1
Somewhat Agree	31.2%	10
Agree	37.5%	12
<b>Total Respondents</b>		<b>32</b>
(skipped this question)		1

32. I feel personally responsible for maintaining appropriate standards of conduct and compliance with elections laws.

	Response Percent	Response Total
Disagree	0%	0
Somewhat Disagree	0%	0
Neither Agree nor Disagree	9.7%	3
Somewhat Agree	9.7%	3
Agree	80.6%	25
<b>Total Respondents</b>		<b>31</b>
(skipped this question)		2

33. I would feel comfortable reporting elections rules violations to my supervisor or management.

	Response Percent	Response Total
Disagree	12.1%	4
Somewhat Disagree	6.1%	2
Neither Agree nor Disagree	3%	1
Somewhat Agree	9.1%	3
Agree	69.7%	23
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

34. I would act to prevent or report a coworker who may be violating elections rules.

	Response Percent	Response Total
Disagree	6.1%	2
Somewhat Disagree	3%	1
Neither Agree nor Disagree	6.1%	2
Somewhat Agree	24.2%	8
Agree	60.6%	20
<b>Total Respondents</b>		<b>33</b>
(skipped this question)		0

35. I would feel comfortable reporting violations of election rules or other significant problems to the appropriate agency.

	Response Percent	Response Total
Disagree	22.6%	7
Somewhat Disagree	9.7%	3
Neither Agree nor Disagree	16.1%	5
Somewhat Agree	19.4%	6
Agree	32.3%	10
<b>Total Respondents</b>		<b>31</b>
(skipped this question)		2

36. How would you rate your morale regarding your work at the Elections section?

	Response Percent	Response Total
Excellent	3.1%	1
Very Good	12.5%	4
Good	3.1%	1
Fair	28.1%	9
Poor	53.1%	17
<b>Total Respondents</b>		<b>32</b>
(skipped this question)		1

37. How would you rate your job satisfaction in the Elections section?

	Response Percent	Response Total
Excellent	3.1%	1
Very Good	15.6%	5
Good	6.2%	2
Fair	34.4%	11
Poor	40.6%	13
<b>Total Respondents</b>		<b>32</b>
(skipped this question)		1

38. To what extent are you proud to be an employee in the Elections section and convey enthusiasm about the Elections section in your personal life in the community?

	Response Percent	Response Total
Very Proud	18.8%	6
Somewhat Proud	3.1%	1
Neutral	9.4%	3
Not Very Proud	18.8%	6
Embarrassed	50%	16
<b>Total Respondents</b>		<b>32</b>
(skipped this question)		1

39. In the past few years, how have your feelings towards the Elections section work environment changed if any?

	Response Percent	Response Total
Very Positive	0%	0
Positive	20%	6
Not Very Much	0%	0
Negative	40%	12
Very Negative	40%	12
<b>Total Respondents</b>		<b>30</b>
(skipped this question)		3

40. Do you supervise line staff?

	Response Percent	Response Total
Yes	37.5%	12
No	62.5%	20
<b>Total Respondents</b>		<b>32</b>
(skipped this question)		1

41. I've worked in the Elections section...

	Response Percent	Response Total
Five Years or Less	45.2%	14
More Than Five Years	54.8%	17
<b>Total Respondents</b>		<b>31</b>
(skipped this question)		2

42. Thank you for your valuable time and opinions. You are invited to provide any comments you wish to make in the space below.

<b>Total Respondents</b>	<b>17</b>
(skipped this question)	16